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## **Results of Pay Survey for the Detroit-Ann Arbor-Flint, Michigan Metropolitan Area**

Workers in the Detroit-Ann Arbor-Flint, Michigan metropolitan area averaged \$19.42 per hour during August 1999, according to a new wage survey released by the U. S. Department of Labor's Bureau of Labor Statistics (BLS). Regional Commissioner Peter J. Hebein reported that white-collar workers averaged \$23.18 per hour and accounted for 51 percent of the workers studied. Blue-collar workers, representing 33 percent of all workers, averaged \$17.39 per hour, while the remaining 16 percent worked in service occupations and earned \$10.61 per hour. (See table 1-1.)

The National Compensation Survey (NCS) presents straight-time earnings for all occupations in establishments with 50 or more workers in private industry and State and local government. It excludes those in agricultural establishments, private households, Federal Government, and the self-employed. This survey studied 370 firms representing 1,293,000 workers within the Detroit-Ann Arbor-Flint, Michigan metropolitan area, which includes Genesee, Lapeer, Lenawee, Livingston, Macomb, Monroe, Oakland, St. Clair, Washtenaw, and Wayne Counties. Eighty percent of those represented worked in private industry.

In the Detroit-Ann Arbor-Flint metropolitan area, average hourly wages were published for more than 150 detailed occupations. Among white-collar workers, registered nurses earned \$23.12, secretaries averaged \$15.16, and cashiers were paid \$8.16. Within the blue-collar occupational group, automobile mechanics received \$20.97 per hour, truck drivers averaged \$14.66 and stock handlers and baggers were paid \$9.78 hourly. Service occupations included janitors and cleaners at \$12.31 and cooks at \$9.43 per hour. (See table 2-1.)

The NCS also provides broad coverage of selected occupational characteristics, such as full-/part-time employment, union and nonunion status and establishment size. Overall, wages for full-time workers averaged \$20.36 per hour, compared to \$10.71 per hour for part-timers. Union workers averaged \$20.02 while nonunion employees earned \$19.08. Employees in establishments with 50-99 workers averaged \$16.66, and in establishments with 500 workers or more, average pay was \$21.28 per hour. Average rates of pay are also available for levels of work within an occupation based on knowledge, skill, independent judgment, supervision

received and other factors required on the job. These selected characteristics allow for comparison of occupations with similar requirements.

Data provided by the NCS may be used by businesses for establishing pay plans, making decisions concerning plant relocation, and in collective bargaining negotiations. Individuals may use such data to help choose potential careers. The NCS is part of a statistics program that will eventually integrate three separate surveys of wages and benefits into one comprehensive compensation program. The survey increases the amount of wage data available to businesses, employees, and the public, and reduces the time required of business establishments responding to BLS compensation surveys.

### **Survey Availability**

Complete survey results are contained in the National Compensation Survey, Detroit-Ann Arbor-Flint, MI July 1999, (Bulletin 3100-19). Copies of survey tables are available on the BLS Internet site at: <http://stats.bls.gov/comhome.htm> and from the Bureau's automated fax-on-demand service in Chicago at (312) 353-1880, menu option 1. Using a touch-tone telephone, up to four documents at a time can be ordered and faxed to you within minutes, 24-hours a day.

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Printed copies of this survey are available for purchase for \$8.00 from the Bureau of Labor Statistics, Publications Sales Center, P. O. Box 2145, Chicago, IL 60690. Telephone orders using a credit card (MasterCard, Visa or Discover/NOVUS) or GPO Deposit Account may be placed between 8:00 AM and 3:00 PM Central Time at (312) 353-1880. The BLS Publication Sales Center stocks National Compensation Surveys for all areas nationwide, as well as other BLS publications.

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Table 1-1. **Summary: Mean hourly earnings<sup>1</sup> and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, August 1999**

Worker and establishment characteristics	Total			Private industry			State and local government		
	Hourly earnings		Mean weekly hours <sup>3</sup>	Hourly earnings		Mean weekly hours <sup>3</sup>	Hourly earnings		Mean weekly hours <sup>3</sup>
	Mean	Relative error <sup>2</sup> (percent)		Mean	Relative error <sup>2</sup> (percent)		Mean	Relative error <sup>2</sup> (percent)	
<b>Total</b> .....	\$19.42	2.0	36.4	\$18.91	2.3	36.8	\$21.87	3.1	34.7
<b>Worker characteristics:<sup>4</sup></b>									
White-collar occupations <sup>5</sup> .....	23.18	2.2	36.7	22.49	2.7	37.1	25.70	3.8	35.0
Professional specialty and technical .....	27.91	2.4	35.8	26.68	2.9	36.7	30.83	4.7	33.6
Executive, administrative, and managerial .....	31.32	3.2	40.2	31.79	3.6	40.5	28.49	5.5	38.8
Sales .....	16.69	8.0	33.9	16.70	8.0	34.0	—	—	—
Administrative support .....	13.35	2.5	37.4	13.36	3.1	37.5	13.34	2.5	36.9
Blue-collar occupations <sup>5</sup> .....	17.39	2.1	38.0	17.48	2.2	38.1	15.90	4.6	36.7
Precision production, craft, and repair .....	21.75	1.8	40.2	21.94	1.9	40.2	19.32	4.6	39.9
Machine operators, assemblers, and inspectors .....	16.08	3.4	39.8	16.10	3.4	39.8	—	—	—
Transportation and material moving .....	16.35	5.4	33.6	16.96	6.3	33.8	13.54	3.1	32.8
Handlers, equipment cleaners, helpers, and laborers .....	11.10	4.9	31.7	10.88	5.5	31.2	13.26	6.8	37.4
Service occupations <sup>5</sup> .....	10.61	3.8	32.3	8.72	3.3	32.1	14.84	3.2	32.9
Full time .....	20.36	1.9	39.8	19.86	2.3	40.1	22.73	3.2	38.2
Part time .....	10.71	5.5	20.5	10.42	6.4	21.2	12.34	8.0	17.0
Union .....	20.02	2.1	37.5	18.87	2.4	38.4	22.39	3.4	35.7
Nonunion .....	19.08	2.9	35.9	18.93	3.1	36.2	20.73	7.7	32.6
Time .....	19.41	2.0	36.3	18.87	2.3	36.7	21.87	3.1	34.7
Incentive .....	19.69	9.9	39.2	19.69	9.9	39.2	—	—	—
<b>Establishment characteristics:</b>									
Goods producing .....	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	22.23	2.8	40.0	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
Service producing .....	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	—	—	—	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
50-99 workers <sup>7</sup> .....	16.66	6.6	36.9	16.66	6.6	36.9	—	—	—
100-499 workers .....	17.42	5.1	36.7	17.07	5.6	36.9	21.23	5.2	34.6
500 workers or more .....	21.28	2.1	36.2	21.02	2.5	36.8	21.99	3.6	34.7

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays; nonproduction bonuses; and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

<sup>2</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

<sup>3</sup> Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

<sup>4</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Union workers are those whose wages are determined through collective bargaining. Wages of time workers are based solely on hourly rate or salary; incentive workers are those whose wages are at least partially

based on productivity payments such as piece rates, commissions, and production bonuses.

<sup>5</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

<sup>6</sup> Classification of establishments into goods-producing and service-producing industries applies to private industry only.

<sup>7</sup> Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 2-1. **Mean hourly earnings<sup>1</sup>, all workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, August 1999**

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>All</b> .....	\$19.42	2.0	\$18.91	2.3	\$21.87	3.1
All excluding sales .....	19.60	2.0	19.09	2.3	21.87	3.1
<b>White collar</b> .....	23.18	2.2	22.49	2.7	25.70	3.8
White collar excluding sales .....	24.04	2.2	23.51	2.7	25.70	3.8
<b>Professional specialty and technical</b> .....	27.91	2.4	26.68	2.9	30.83	4.7
Professional specialty .....	30.28	2.6	28.88	3.2	32.99	4.7
Engineers, architects, and surveyors .....	31.63	4.0	31.63	4.0	—	—
Industrial engineers .....	27.67	5.0	27.67	5.0	—	—
Mechanical engineers .....	33.51	12.0	33.51	12.0	—	—
Engineers, n.e.c. ....	32.42	3.4	32.42	3.4	—	—
Mathematical and computer scientists .....	28.61	5.2	28.59	5.3	—	—
Computer systems analysts and scientists .....	26.58	5.0	26.51	5.1	—	—
Natural scientists .....	21.33	16.3	—	—	—	—
Health related .....	24.49	3.8	24.21	3.7	25.97	12.6
Physicians .....	33.12	16.8	33.42	19.1	—	—
Registered nurses .....	23.12	2.1	23.19	2.4	22.65	3.0
Dietitians .....	16.65	7.5	—	—	—	—
Teachers, college and university .....	39.18	13.9	35.99	6.4	39.56	15.5
Engineering teachers .....	63.52	7.3	—	—	—	—
Health specialties teachers .....	34.24	8.9	—	—	—	—
Other post-secondary teachers .....	31.27	18.5	37.50	10.5	29.82	20.9
Teachers, except college and university .....	36.45	4.3	20.02	7.4	37.01	4.4
Prekindergarten and kindergarten .....	33.83	12.5	—	—	—	—
Elementary school teachers .....	38.01	4.3	—	—	38.36	4.3
Secondary school teachers .....	38.55	4.4	22.81	10.1	39.86	4.3
Teachers, special education .....	38.26	5.5	—	—	38.26	5.5
Teachers, n.e.c. ....	33.00	23.4	—	—	33.00	23.4
Vocational and educational counselors .....	25.45	30.6	14.87	8.7	—	—
Librarians, archivists, and curators .....	25.68	21.2	—	—	26.22	21.5
Librarians .....	25.68	21.2	—	—	26.22	21.5
Social scientists and urban planners .....	23.13	28.5	—	—	—	—
Social, recreation, and religious workers .....	23.18	14.7	15.41	11.1	25.27	15.8
Social workers .....	23.39	14.8	15.41	11.1	25.58	15.8
Lawyers and judges .....	53.64	27.8	—	—	—	—
Lawyers .....	53.64	27.8	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	31.64	5.6	31.25	6.4	—	—
Designers .....	34.51	10.5	34.51	10.5	—	—
Technical .....	20.33	4.3	21.19	4.5	15.65	8.6
Clinical laboratory technologists and technicians .....	16.27	14.1	19.66	3.0	—	—
Health record technologists and technicians .....	15.82	8.3	—	—	—	—
Radiological technicians .....	18.42	7.0	18.38	7.2	—	—
Licensed practical nurses .....	15.42	1.7	15.25	1.7	15.90	3.1
Health technologists and technicians, n.e.c. ....	13.96	4.7	13.97	4.4	—	—
Electrical and electronic technicians .....	22.05	4.7	22.05	4.7	—	—
Mechanical engineering technicians .....	27.83	4.9	27.83	4.9	—	—
Drafters .....	22.58	18.6	22.58	18.6	—	—
Chemical technicians .....	19.47	3.4	19.47	3.4	—	—
Computer programmers .....	28.64	1.2	28.64	1.2	—	—
Technical and related, n.e.c. ....	21.80	4.3	24.27	3.7	19.69	5.9
<b>Executive, administrative, and managerial</b> .....	31.32	3.2	31.79	3.6	28.49	5.5
Executives, administrators, and managers .....	35.55	4.4	35.73	4.9	34.33	5.5
Administrators and officials, public administration .....	31.42	5.5	—	—	31.42	5.5
Financial managers .....	35.29	11.9	35.69	12.3	—	—
Managers, marketing, advertising, and public relations .....	42.12	6.6	42.12	6.6	—	—
Administrators, education and related fields .....	41.10	10.8	22.23	10.6	48.38	8.0
Managers, medicine and health .....	28.34	7.4	28.24	8.1	—	—
Managers and administrators, n.e.c. ....	38.15	4.9	38.32	5.0	—	—
Management related .....	25.30	3.2	25.87	3.7	22.53	3.4
Accountants and auditors .....	23.51	7.8	23.54	8.0	—	—
Other financial officers .....	31.45	16.0	34.53	16.7	—	—

See footnotes at end of table.

Table 2-1. **Mean hourly earnings<sup>1</sup>, all workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, August 1999** — Continued

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>White collar</b> —Continued						
<b>Executive, administrative, and managerial</b> —Continued						
Management related —Continued						
Personnel, training, and labor relations specialists .....	\$24.24	11.4	\$24.47	14.2	—	—
Purchasing agents and buyers, n.e.c. ....	27.60	8.4	27.79	8.4	—	—
Construction inspectors .....	22.26	3.8	—	—	\$22.26	3.8
Management related, n.e.c. ....	25.56	4.4	25.87	4.9	—	—
<b>Sales</b> .....	16.69	8.0	16.70	8.0	—	—
Supervisors, sales .....	22.10	14.4	22.10	14.4	—	—
Sales, other business services .....	19.34	15.8	19.34	15.8	—	—
Sales representatives, mining, manufacturing, and wholesale .....	29.06	10.3	29.06	10.3	—	—
Sales workers, furniture and home furnishings ....	13.59	24.6	13.59	24.6	—	—
Sales workers, other commodities .....	9.45	9.1	9.45	9.1	—	—
Cashiers .....	8.16	4.7	8.17	4.7	—	—
<b>Administrative support, including clerical</b> .....	13.35	2.5	13.36	3.1	13.34	2.5
Supervisors, general office .....	18.11	8.7	18.05	11.6	—	—
Computer operators .....	16.17	14.2	17.17	15.4	—	—
Secretaries .....	15.16	5.0	15.85	6.4	14.02	4.6
Typists .....	10.36	8.6	—	—	—	—
Receptionists .....	10.99	6.0	11.01	6.0	—	—
Information clerks, n.e.c. ....	10.32	6.6	10.32	6.6	—	—
Order clerks .....	12.87	8.2	12.87	8.2	—	—
Personnel clerks, except payroll and timekeeping	15.17	8.8	—	—	—	—
Library clerks .....	9.51	12.1	—	—	9.54	13.4
Records clerks, n.e.c. ....	11.61	7.3	—	—	—	—
Bookkeepers, accounting and auditing clerks .....	12.38	5.0	12.04	5.4	—	—
Payroll and timekeeping clerks .....	11.83	12.5	11.83	12.5	—	—
Billing clerks .....	11.64	4.1	11.39	4.1	—	—
Telephone operators .....	12.04	9.4	12.04	9.4	—	—
Traffic, shipping and receiving clerks .....	12.22	9.6	12.22	9.6	—	—
Stock and inventory clerks .....	11.13	12.2	11.13	12.2	—	—
Material recording, scheduling, and distribution clerks, n.e.c. ....	14.98	12.2	14.98	12.2	—	—
Insurance adjusters, examiners, and investigators .....	14.34	7.4	14.34	7.4	—	—
Investigators and adjusters, except insurance ....	12.55	11.4	12.55	11.4	—	—
Bill and account collectors .....	12.05	10.6	12.05	10.6	—	—
General office clerks .....	12.73	3.1	13.17	5.3	12.33	3.2
Bank tellers .....	10.38	3.2	10.38	3.2	—	—
Data entry keyers .....	9.96	12.3	9.31	13.2	—	—
Teachers' aides .....	10.34	5.3	—	—	10.37	5.3
Administrative support, n.e.c. ....	12.85	5.5	12.51	6.1	14.20	7.8
<b>Blue collar</b> .....	17.39	2.1	17.48	2.2	15.90	4.6
<b>Precision production, craft, and repair</b> .....	21.75	1.8	21.94	1.9	19.32	4.6
Supervisors, mechanics and repairers .....	23.57	6.7	23.70	7.0	—	—
Automobile mechanics .....	20.97	10.6	—	—	—	—
Heavy equipment mechanics .....	21.17	5.0	22.00	4.8	—	—
Industrial machinery repairers .....	21.56	4.3	21.56	4.3	—	—
Millwrights .....	23.57	1.5	23.57	1.5	—	—
Mechanics and repairers, n.e.c. ....	20.22	3.5	20.28	3.6	—	—
Supervisors, construction trades, n.e.c. ....	27.40	7.6	—	—	—	—
Electricians .....	24.34	1.5	24.21	1.6	—	—
Plumbers, pipefitters and steamfitters .....	25.75	1.9	25.80	1.9	—	—
Construction trades, n.e.c. ....	17.01	7.8	—	—	—	—
Supervisors, production .....	21.19	6.4	21.19	6.4	—	—
Tool and die makers .....	23.23	3.4	23.23	3.4	—	—
Precision assemblers, metal .....	20.66	8.1	20.66	8.1	—	—
Machinists .....	21.02	4.2	21.02	4.2	—	—

See footnotes at end of table.

Table 2-1. **Mean hourly earnings<sup>1</sup>, all workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, August 1999** — Continued

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>Blue collar</b> —Continued						
<b>Precision production, craft, and repair</b> —Continued						
Precision grinders, filers, and tool sharpeners .....	\$23.80	4.5	\$23.80	4.5	—	—
Patternmakers, layout workers, and cutters .....	25.70	10.2	25.70	10.2	—	—
Butchers and meat cutters .....	14.74	9.0	14.74	9.0	—	—
Inspectors, testers, and graders .....	20.81	8.4	20.81	8.4	—	—
<b>Machine operators, assemblers, and inspectors</b> .....						
Punching and stamping press operators .....	16.08	3.4	16.10	3.4	—	—
Grinding, abrading, buffing, and polishing machine operators .....	16.23	11.4	16.23	11.4	—	—
Fabricating machine operators, n.e.c. ....	15.40	9.9	15.40	9.9	—	—
Molding and casting machine operators .....	20.89	1.6	20.89	1.6	—	—
Textile sewing machine operators .....	9.29	11.9	9.29	11.9	—	—
Laundering and dry cleaning machine operators .....	13.73	24.4	13.73	24.4	—	—
Miscellaneous machine operators, n.e.c. ....	8.94	7.0	7.92	2.4	—	—
Welders and cutters .....	13.75	6.6	13.75	6.6	—	—
Assemblers .....	17.86	8.2	17.86	8.2	—	—
Production inspectors, checkers and examiners ..	17.66	4.1	17.66	4.1	—	—
.....	15.79	11.5	15.79	11.5	—	—
<b>Transportation and material moving</b> .....						
Truck drivers .....	16.35	5.4	16.96	6.3	\$13.54	3.1
Bus drivers .....	14.66	8.6	15.37	9.9	—	—
Crane and tower operators .....	13.44	15.3	—	—	13.41	3.3
Industrial truck and tractor equipment operators ..	19.55	4.9	19.55	4.9	—	—
.....	17.60	6.9	17.60	6.9	—	—
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....						
Groundskeepers and gardeners, except farm .....	11.10	4.9	10.88	5.5	13.26	6.8
Stock handlers and baggers .....	13.17	8.9	—	—	13.17	8.9
Freight, stock, and material handlers, n.e.c. ....	9.78	5.5	9.78	5.5	—	—
Vehicle washers and equipment cleaners .....	10.43	5.5	10.43	5.5	—	—
Hand packers and packagers .....	11.54	24.4	11.54	24.4	—	—
Laborers, except construction, n.e.c. ....	10.98	11.8	10.98	11.8	—	—
.....	12.80	12.5	12.45	14.6	—	—
<b>Service</b> .....						
Protective service .....	10.61	3.8	8.72	3.3	14.84	3.2
Firefighting .....	14.44	9.4	7.94	8.3	18.21	2.1
Police and detectives, public service .....	16.24	2.9	—	—	16.24	2.9
Correctional institution officers .....	19.57	3.1	—	—	19.57	3.1
Crossing guards .....	17.23	3.3	—	—	17.23	3.3
Guards and police, except public service .....	7.20	6.9	—	—	7.20	6.9
Food service .....	8.02	8.1	8.00	8.1	—	—
Waiters, waitresses, and bartenders .....	7.72	5.2	7.61	5.5	9.37	9.1
Waiters and waitresses .....	5.76	12.6	5.76	12.6	—	—
Other food service .....	4.47	22.9	4.47	22.9	—	—
Cooks .....	8.19	5.3	8.08	5.7	9.37	9.1
Food counter, fountain, and related .....	9.43	3.8	9.22	3.3	—	—
Kitchen workers, food preparation .....	6.27	13.1	6.27	13.1	—	—
Food preparation, n.e.c. ....	8.86	2.5	8.77	2.3	—	—
Health service .....	7.10	6.0	6.92	5.8	8.54	9.8
Health aides, except nursing .....	9.29	3.0	9.07	2.6	12.75	7.3
Nursing aides, orderlies and attendants .....	10.60	3.5	10.36	4.0	—	—
.....	9.04	3.2	8.86	2.5	—	—

See footnotes at end of table.

Table 2-1. **Mean hourly earnings<sup>1</sup>, all workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, August 1999** — Continued

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>Service</b> —Continued						
Cleaning and building service .....	\$11.79	5.2	\$11.13	7.0	\$13.28	4.1
Maids and housemen .....	7.29	3.2	7.22	3.3	—	—
Janitors and cleaners .....	12.31	5.3	11.72	7.9	13.32	4.2
Personal service .....	8.77	6.1	7.48	3.7	9.86	8.0
Early childhood teachers' assistants .....	7.57	11.7	—	—	—	—
Child care workers, n.e.c. ....	9.99	10.3	—	—	10.08	10.5
Service, n.e.c. ....	8.26	6.5	7.55	7.1	—	—

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

<sup>2</sup> All workers include full-time and part-time workers.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

<sup>4</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around

a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.